Through the times that we laughed and the times that we cried,
Social Distortion—we wouldn't give in,
This was never a battle that we couldn't win,
Future was bright, both of us knew,
We could handle it all, we thought this was true,
But a night and a dream that never would end
We decided to spend it with a drink and a friend,
A few bottles went by, to us it was fun,
We left for her home at a quarter to one.
Five years have gone by and I still feel the wheel,
But now I live on in a chair made of steel,
Thousands of times the pain has amassed,
When I think of my life and opportunities past,
I still see JoAnn about once a week,
And I usually end up in tears at her feet,
She talks to me softly but I don't hear a sound,
And the tears of my conscience fall hard to the ground,
As I lie on the grass moving up with my hands,
We talk about futures, our loves, and our plans,
I stay there and cry and talk for an hour,
When I'm ready to leave, I leave her a flower.
My soul is still trapped in the bottles that passed,
And the sorrow I carry is certain to last,
JoAnn says' she loves me and that should make me brave,
But I lose it each week when I visit her grave,
And the drinks and the dream and the one fateful night,
I love you JoAnn, I'm sorry; Goodnight.

A TRIBUTE TO ANGELA DENISE DILLARD

HON. JOHN CONYERS, JR.

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Friday, March 29, 1996

Mr. CONYERS. Mr. Speaker, I rise today in tribute to Dr. Angela Denise Dillard, assistant professor of history and Afro-American and African studies at the University of Minnesota. A native of Detroit, Dr. Dillard recently received her Ph.D. in American culture from the University of Michigan. I take particular pride in offering this tribute because Dr. Dillard's family and mine long have been active in the struggle for justice, jobs, and opportunity. Dr. Dillard's mother, Marilynn Dillard, and my father, the late John Conyers, Sr., were among the earliest members of the Trade Union Leadership Council, an organization formed in the 1950's to combat racism in management and unions. Marilynn Dillard served as secretary of TULC. Dr. Dillard's father, Paul Dillard, is a probation officer with the State of Michigan.

In the 1960's the Dillard household was a gathering place for activities. The heated political and social discussions there left a lasting impression on Dr. Dillard and on her older brother, the Rev. Paul Anthony Dillard, Jr., who worked in my Detroit office as a congressional aide in the 1980's. The Rev. Dillard's premature death last year at the age of 36 ended an outstanding career as an advocate for the disadvantaged and the oppressed. At the time of his death, he was dean of the Imani Temple Cathedral in Washington, DC.

Dr. Dillard recalls that the conversations she heard as a child whetted her curiosity and shaped her professional life. ''I developed an early interest in the history of ideas, and how ideas influence political and social life, culture and race relations . . . people's day-to-day existence,'' she says. ''My family and my family's friends talked about these issues constantly. Years later I started to remember all the old stories I had heard, and I decided, ''Wow, that would make a wonderful project.''

Her doctoral dissertation, ''From the Reverend Charles A. Hill to the Reverend Albert B. Cleage, Jr.; Patterns of Change and Continuity in the Patterns of Civil Rights Mobilization in Detroit, 1935–1967,'' was a result of those discussions. The late Reverend Hill of Hartford Avenue Baptist Church was a community activist who formed broad-based religious and ethnic coalitions to bring about social change. The Reverend Cleage, of the Shrine of the Black Madonna, eventually discarded integrationist tendencies and turned to black nationalism and black theology in the 1960's.

Dr Dillard argues that Detroit underwent ''two major phases in its civil rights mobilizations, sustained by two distinct communities of protest. The first phase (and community) was generated by migration, depression, and the logic of industrial unionism; the second was generated by the rise of the southern civil rights movement and by the social and economic environment of post-World War II Detroit.'' Dr. Dillard's study emphasizes the tension, discontinuities, false starts, and realignments among those constituting and often reconstituting the city's civil rights-oriented left.

A graduate of Immaculata High School, Dr. Dillard received her B.A. in 1988 from Michigan State University's James Madison College where she majored in justice, morality and constitutional democracy. In 1991, she received her M.A. in political science from the New School for Social Research; the next year she received an M.A. in American culture from the University of Michigan. In 1995, she received her Ph.D. in American culture from the University of Michigan.

Dr. Dillard became an assistant professor at the University of Minnesota in September 1995. She taught African-American Political Thought in 1994 at James Madison College and she taught Tradition and Resistance: National Narratives and American Values, in 1993 at the University of Michigan. In 1991, she taught Political Implications of the ''Harlem Years.'' 1920–1935, at the New School for Social Research's Eugene Lang College.

Numerous organizations have recognized her outstanding ability by awarding her a variety of grants and fellowships. In 1996, the University of Minnesota awarded her the McKnight Summer Research Fellowship. In 1994–95, she received the Committee on Institutional Cooperation Dissertation Fellowship, and in 1994 the University of Michigan nominated her for the National endowment for the Humanities Dissertation Fellowship.

In addition to her dissertation, her papers and presentations include ''Rumblings on the right: Black Conservative Thought and the Lincoln Review,'' which was delivered at the Graduate Student Conference held at the University of Michigan's Center for African and African-American Studies in February 1994, and ''Sports, Race and African-American Autobiography,'' which was delivered at the Midwest Modern Language Association in November 1993. Her Master's thesis at the New School for Social Research was ''The Negro Problem and the Problem with 'Negro': Name Changes in the Black/African-American Community.

Through her scholarship and her teaching, Dr. Angela Denise Dillard keeps alive her family tradition of activism by focusing attention on the gallant struggles African-Americans have made for jobs, justice, and opportunity.

UNION SALTS

HON. HARRIS W. FAWELL

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

Friday, March 29, 1996

Mr. Fawell. Mr. Speaker, in two separate hearings last year, the Committee on Economic and Educational Opportunities heard from witnesses who shared their experiences with the union organizing tactic known as ''salting.'' Their testimony included stories about union organizers and agents who sought or gained employment with a non-union employer when, in fact, they had little if any intention of truly working for that company. In many cases, the organizers and agents were there simply to disrupt the employer's workplace or to increase the cost of doing business by forcing the employer to defend itself against frivolous charges filed with the National Labor Relations Board [NLRB]. For most of these companies—many of which were smaller businesses—the economic harm inflicted by the union's ''salting'' campaigns was devastating.

Equally troubling, Mr. Speaker, is the fact that union ''salts'' are often brazen in their efforts to inflict economic harm on non-union employers. Indeed, most union ''salts'' make clear when they apply for a job that their loyalties lie elsewhere and that they have little interest in working to promote the interests of the company.

Obviously, one might ask why any employer would hire an individual that he knows is there to hurt his company. The complicated answer to this question, Mr. Speaker, lies in broad interpretations of who is covered by provisions of the National Labor Relations Act [NLRA] that prohibit employers from discriminating against employees because of their union interests or activities. These interpretations have had the practical effect of presenting employers with a Hobson's choice: either hire the union ''salt'' who is sure to disrupt your workplace or file frivolous charges resulting in costly litigation; or, deny the ''salt'' employment and risk being sued for discrimination under the NLRA. Either way the employer is faced with a hiring decision that may threaten the very survival of his or her business.

To remedy this situation, I am pleased today to introduce the Truth in Employment Act of 1996. This legislation would amend section 8 of the National Labor Relations Act to make clear than an employer is not required to hire any person who seeks a job in order to promote interests unrelated to those of the employer. If enacted, the bill will help restore of the balance of rights that ''salting'' upsets and that is fundamental to our system of collective bargaining.

I want to make it clear, Mr. Speaker, that this bill is in no way intended to infringe upon any rights or protections otherwise accorded